

# PANAUST GROUP - HUMAN RIGHTS POLICY

**PanAust** is committed to upholding the highest standards of human rights across all aspects of our operations. We recognise that respecting and promoting human rights is not only an ethical imperative but also integral to our sustainable and responsible business practices.

**PanAust commits to supporting the following key principles and initiatives:**

- **UN Guiding Principles on Business and Human Rights:** PanAust supports and aligns our operations with the United Nations Guiding Principles on Business and Human Rights. We acknowledge our responsibility to respect human rights throughout our value chain.
- **Resettlement:** In any situation that requires community resettlement, we will adhere to good international practices and guidelines, ensuring that the process is transparent, fair, and carried out with the utmost respect for the rights and well-being of affected communities.
- **Voluntary Principles on Security and Human Rights:** We endorse and uphold the Voluntary Principles on Security and Human Rights, ensuring that security measures across our operations are carried out with full respect for human rights, including the safety and dignity of local communities.
- **Modern Slavery:** We are committed to preventing and eradicating modern slavery in all our operations and supply chains. This includes thorough due diligence processes, raising awareness and taking appropriate actions to address any identified instances of modern slavery.
- **Grievances and Remediation:** We will establish effective grievance mechanisms for affected communities to report any concerns regarding human rights violations. We are committed to timely and appropriate remediation in cases where rights are infringed.
- **Indigenous Peoples:** We respect the rights, culture, and heritage of indigenous peoples in the areas where we operate. We will engage in meaningful consultation and collaboration with these communities to understand and address their specific needs and concerns.
- **Free Prior and Informed Consent:** We will actively seek and obtain Free Prior and Informed Consent (FPIC) from indigenous and affected communities for projects that may impact their land, resources, or way of life. This process will be genuine, transparent, and respectful of their rights and interests.



**Ms Yuan He**  
Acting Managing Director and Chief Executive Officer

**December 2025**